

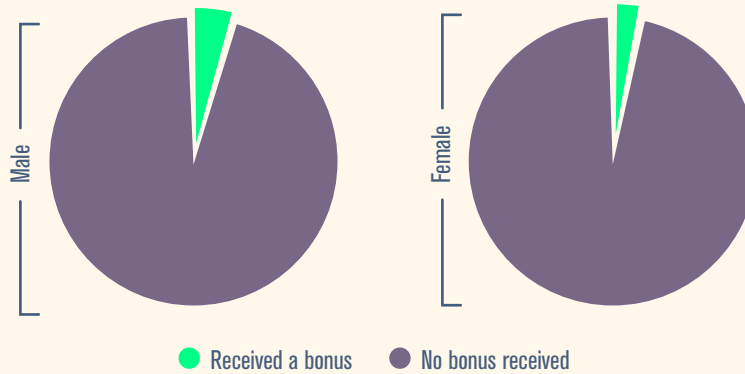
BD NETWORK GENDER PAY GAP REPORT 2018

MEAN AND MEDIAN PAY AND BONUS GAP

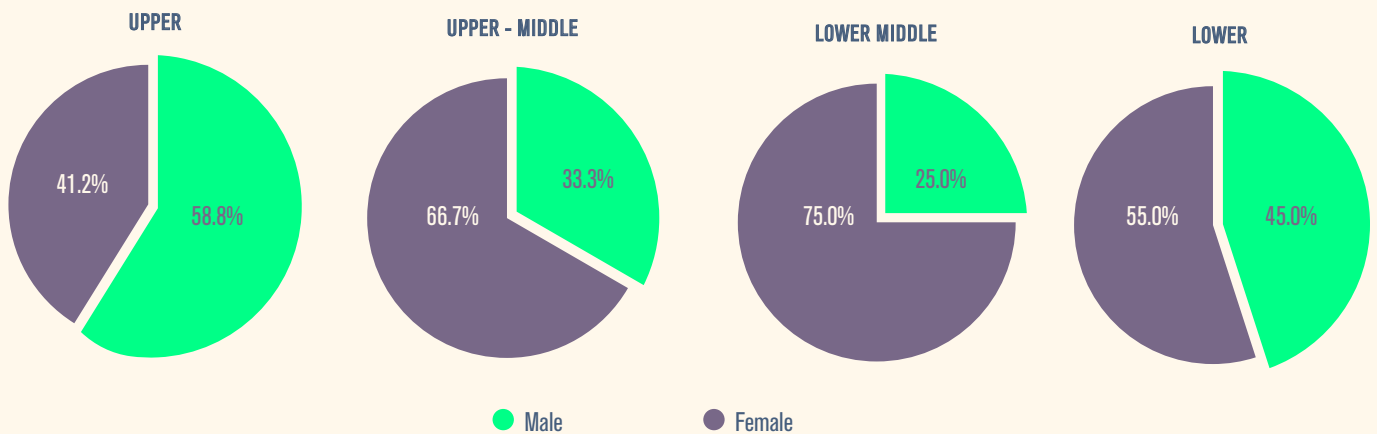
	MEAN	MEDIAN
Gender Pay Gap	22.6%	15.2%
Gender Bonus Gap	6.1%	0.0%

PROPORTION OF EMPLOYEES RECEIVING A BONUS

	MALE	FEMALE
Received a bonus	4.3%	3.0%
No bonus received	95.7%	97.0%



PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE BAND



BD Network is an owner operated marketing services agency with under 50 permanent employees. We are required to publish a gender pay gap report due to the inclusion of casual promotional staff employed to support our clients' campaigns by our staffing agency (The Staff Room UK).

We believe in creating a culture where people can be themselves at work, regardless of their gender or any other attribute or choice. We aim to ensure that people are treated equally, across all levels. This includes making sure that they have the same opportunities for recognition, reward and career development.

We are fully committed to tracking our data and taking positive steps to close the gender pay gap.

BD Network already seeks to attract and retain female staff by, for example, having in place a policy providing for enhanced maternity pay which puts us ahead of our peers as published by the MAA (Marketing Agency Association), our industry trade body. It is notable that, at the time of publication, the majority of our senior leadership team is female.

We can confirm that the gender pay gap data contained in this report for BD Network is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Allan McLaughlin
CEO

